**College of Arts & Letters   
College Inclusive Practices Committee (CIPC)**

Minutes - September 21, 2021;3:30 pm – 5:00 pm

Attending: Morgan Shipley, Lara Shipley, Katie McEwen, Erica Starr, Yore Kedem, Charles Moulding, Frederick Gifford, Liz Gray, Alison Dobbins, Jyotsna Singh, Carly Kabel, Sonja Fritzsche (ex-officio)

1. As the first meeting of the new academic year, the committee members introduced themselves.
2. After review, the September agenda and minutes from April meeting were approved. Carly will help to put the agenda together in the future.
3. Yore Kedem, Linguistics, Languages, and Cultures, was voted in as the new chairperson.
4. Remarks by Associate Dean Sonja Fritzsche included pointing out the availability of the new [MSU DEI Steering Committee report and plan](https://president.msu.edu/_assets/documents/DEIreportandplan_081021.pdf) (particularly starting with page 42) as well as the new [MSU Strategic Plan](https://msutoday.msu.edu/news/2021/msu-strategic-plan) – [DEI as guiding principle](https://strategicplan.msu.edu/strategic-plan/dei). In addition, she discussed the Provost’s Memo on Diversity, Equity, and Inclusion [DEI] Efforts Related to Research/Scholarship/Creative/ Performative Activities that requires DEI to be part of annual evaluation for all faculty and academic staff as well as major promotion and tenure and promotion reviews. In addition, the Engaged Pedagogy and Programming Grants have not been funded this year due to the financial crisis. We hope to fund them for AY 22-23. This year a call for agenda items will be sent out prior to the meeting to all committee members. Also note the following workshop.

“Workshop: Masking Matters: Student Support and Pedagogy in the Pandemic”  
Friday, September 24, 1-2:30pm. Sponsored by IAH.

Co-facilitated by Paul Schauert and Garth Sabo.

1. Reports from CIPC reps on DEI activities in the units/departments

* AAHD is going to have new committees with shared leadership about issues of DEI.
* Theatre is working on involving the themes of anti-racism and identity into an upcoming production.
* WRAC has a new Equity and Justice Committee in response to students’ demand for more anti-racism work in their curriculum.
* LiLaCs does not currently have a DEI-related committee, but is exploring it.
* RCS is hoping to have more members soon and see how CIPC and the committee could work together and share resources.
* Jewish Studies is offering programming on current anti-semitism.
* Religious Studies is organizing a DEI committee

1. IDEA coordinator update- At the IDEA Coordinators meeting, there were updates from VP Bennett about:

* The organization of OI3
* His office is aware of how the stresses of COVID disproportionately affect marginalized groups
* He went through some key points in the [DEI Report and Plan](https://president.msu.edu/_assets/documents/DEIreportandplan_081021.pdfhttps:/president.msu.edu/_assets/documents/DEIreportandplan_081021.pdf), focusing on the recommendations starting on page 45

1. Inclusive Pedagogical Initiative Update [IPI] report

The IPI gave a well-attended workshop in the spring on: “What is an Equitable Classroom: Easy First Steps to a Values-driven Syllabus” led by Ellen Moll, Kate Sonka, Kathryn McEwen, Rebecca Tegtmeyer, and Denise M. Acevedo

* Carry over from Krsna Santos Dr Nicole Buchanan on concept of “epistemological exclusion.” Here’s a link to the work: <https://www.youtube.com/watch?v=jY0owXj2WEw&feature=youtu.be>  
  There is interest in asking Dr. Nicole Buchanan to do a follow-up workshop with CAL faculty/academic staff based on video. DRN (Diversity Research Network) as a potential partner. This could also pertain to graduate students. There could be a breakout session.
* Scheduling next meeting of IPI for late September/early October – existing members: Denise Acevedo, Katie McEwen, Ellen Moll, Rebecca Tegtmeyer. New members: Patrick Arnold, Yore Kedem, Karen Moroski-Rigney, Joyce Meier, Sarah Wellman, Garth Sabo, Tracie Swiecki.  
    
  Upcoming Workshops – please promote in your departments/units
* Friday, October 8, 1:00 pm – 2:30 pm  
  **Pronoun Usage in the Classroom**  
  Presented by Jesse Beal, The Gender and Sexuality Campus Center  
  This workshop will not discuss pronoun usage in foreign languages
* Friday, October 22, 1:00 pm – 2:30 pm  
  **Teaching Evaluation Through An Inclusive Lens**  
  Presented by Patti Stewart, Center for Inclusion and Intercultural Initiatives (OI3)

1. FEA Alison Dobbins update – postponed to October meeting.
2. Discussion of DEI statement review guidelines/rubric for college search committees in reference to the draft attachments. Please take this back to the unit DEI committees and discuss the documents and ideas they may have. Please bring these ideas back for further discussion at October meeting.
   * There should be some coaching on how to write a DEI statement. DEI statements should involve more detail than they usually do. There is a good example from Texas Tech U.
   * People should write about how DEI values are being implemented.
3. CIPC Charge review plan - No meaningful time remaining.
4. No new or old business

Next meeting – Tuesday, October 19, 3:30-5 pm

Respectfully submitted Carly Kabel and Sonja Fritzsche